US Army Corps
of Engineers

CP 18 Leadership Development Program (LDP)

A New Energy

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Functional POC for CP-18

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Good and Bad News

GOOD NEWS

- 139 graduates!
- Promotions & advancement
- Highly satisfied graduates

BAD NEWS

- Inconsistent funding stream
- Declining numbers (9 in FY05, 4 in FY06, pause in FY07)
- Perception of local LDPs

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Why CP18 LDP?

- Get out of the box & see big picture
- Receives management and leadership training

  (Army and OPM)
- Program serves as bridge towards senior civilian management/SES positions

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"The Way Ahead"

- Target audience PB 2/3 (GS 12-14)
- 3 year timeframe, waiverable to 5 years max.
- 4-6 month developmental assignment – geographic relocation still required
- CES replaces LEAD, OLE, SBLM
- Retain OPM courses (SNM & Policy course)
- Add Strengthfinders & ECQ Writing Course
- Mentoring
- Goal -- USACE LDP Level 4 program

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Timeline

- 17 August – FY08 announcement release
- 30 September – Application deadline
- 31 October – Decision on acceptance
- 1 December – Decision on developmental assignments (location and funding)
- 1 January 2008 – Start of FY08 Class

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What I Ask from You

- Publicize and support program in your offices
- Look at LDP graduates as assets
- Who will be your successors?